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Investor Information/Corporate Governance

Reliance Steel & Aluminum Co., headquartered in Los Angeles, California, is one of the largest metals service center companies in North America. Through a network of more than 180 locations in 37 states and Belgium, Canada, China, South Korea and the United Kingdom, the Company provides value-added metals processing services and distributes a full line of over 100,000 metal products. These products include galvanized, hot-rolled and cold-finished steel; stainless steel; aluminum; brass; copper; titanium and alloy steel sold to more than 125,000 customers in various industries.

Reliance was named to the following *Fortune* and *Forbes* Lists in 2008:

*Fortune*

*Fortune 500*

*America's Most Admired Companies*

*Forbes*

*America's Best Managed Companies*

*Platinum 400 List of America's Best Big Companies*

Reliance is committed to equal employment opportunity for all people employed or seeking employment at its business units. It is not only the right thing to do, it is also a necessity if we are to attract and retain qualified people. The skills, attitude, and commitment of Reliance people have made it possible for Reliance to provide quality service and products to our customers as well as making it possible for Reliance to become the premier metals service center company in North America.

***Corporate Sustainability***

Reliance Steel & Aluminum Co. is committed to continuous improvement throughout our organization, focusing not only on strong economic performance, but also on responsible environmental and social performance. Just as we are committed to providing quality service and products to our customers and value to our shareholders, we are also committed to environmental leadership and contributions to our communities. Our corporate sustainability practices include the promotion of economic development through consistent profitability and job creation; environmental stewardship through energy conservation initiatives and reducing/minimizing pollution; and social well being by instituting high quality labor, health and safety standards. We also strive to be good corporate citizens in our business communities.

Consistent with our decentralized operating structure, we believe the most effective and efficient way to preserve and protect our vital natural resources is on a local basis, where each of our facilities is responsible for communication, implementation and adherence to

the Company-wide policy to preserve and protect the environment and comply with environmental laws, regulations and the legitimate interests of our communities. Reliance systematically evaluates the performance of our companies in that regard.

Our business, by its nature, does not have a significant impact on the environment. We do not consume large amounts of energy nor do we create meaningful amounts of air or water pollution, since we do not make the metal we sell and do not paint, coat, or manufacture any end products. We have, however, found ways within our business to consume less fuel by keeping our trucks well maintained and in compliance with current emission standards. Additionally, we use natural or energy efficient lighting in many of our plants, recycle all metal and wood used in our operations and use propane fuel to operate forklifts. We constantly look for other such ways to help minimize the use of natural resources and the impact of our business operations on the environment.

## **Employee Relations**

### **Equal Opportunity**

Reliance is committed to equal employment opportunity and fair treatment for employees from hiring through all aspects of the employment relationship and to compliance with all federal, state and local laws. This means that Reliance will not discriminate in any employment decision because of race, color, religion, national origin, gender, age, disability or sexual orientation or against disabled veterans, veterans of the Vietnam era or other eligible veterans.

### **Diversity**

Reliance remains committed to a culture of diversity that reflects the communities in which we live and do business. Our goal is to foster an inclusive environment where differences are respected and appreciated and all employees are encouraged to do their best work and contribute to their full potential to help us achieve business goals and deliver customer service excellence.

### **Harassment**

It is and has been the longstanding policy of Reliance to maintain a work environment free of unlawful discrimination for all employees. Sexual harassment and other forms of harassment violate this policy and will not be tolerated.

### **Safety Policy**

We value our people, and at Reliance, we believe one of the best ways to show this is to provide a safe environment in which to work. Reliance recognizes our obligation worldwide to comply with occupational safety and health laws and regulations of the

communities in which we operate. We believe that we have established one of the best safety policies in our industry, and we strive to keep our people safe from injury.

Our operations are guided by the following safety principles: First, we will continue to manage safety on the same priority with production and quality. Second, we believe all Reliance people have an equal voice in identifying and correcting hazards. Third, we are committed to continued involvement by all of our people in taking responsibility for safety performance, without relinquishing management's commitment.

Reliance evaluates the safety performance of its companies on a regular basis. Safety is required to be an integral part of all operations, so that avoiding accidents and eliminating injuries will become not just an objective, but a way of life.

## **Corporate Citizenship**

### **Environmental Stewardship**

Reliance is committed to providing quality products and services in a safe, efficient and environmentally sound manner while maintaining a workplace that protects the health and safety of its employees and the communities in which the Company conducts its business.

To ensure that management is kept informed of all issues and circumstances regarding environmental stewardship and compliance, employees must immediately report all environmental related concerns and complaints.

To meet the commitment to environmental stewardship, the Company will:

- Conduct all operations in compliance with all applicable environmental, health and safety laws and regulations.
- Integrate environmental, health and safety awareness into Company business decisions.
- Set Company and employee performance standards that promote positive safety and environmental behavior, and provide resources, training and incentives to ensure meeting these standards.
- Encourage innovation in Company processes and products to minimize or prevent the creation of waste and the discharge of contaminants to the air, land or water.
- Establish procedures and programs to implement the Company's environmental policies.
- Verify continuous improvement through periodic audits.
- Cooperate with regulatory agencies, as needed to address environmental, health and safety issues.

### **Community Involvement**

Reliance is committed to community involvement throughout its 37 states and five countries where the Company does business by supporting its employees to give back to their local communities and by supporting various causes, charities, etc. Reliance Steel & Aluminum Co. has also donated metal products to various causes. Most recently we have given to the Habitat for Humanity and the Katrina victims in New Orleans for rebuilding purposes.